

DAFTAR PUSTAKA

- Ace Suryadi dan H.A.R. Tilaar. (1994). *Analisis Kebijakan Pendidikan Suatu Pengantar*. Bandung : PT. Remaja Roesda Karya.
- Adhi, K. (2019). *Kinerja Kurang Memuaskan, Puluhan Kepala Sekolah Turun Jabatan Jadi Guru Biasa*. PIDJAR. <https://pidjar.com/kinerja-kurang-memuaskan-puluhan-kepala-sekolah-turun-jabatan-jadi-guru-biasa/9426/>
- Adriani, D., Lubis, P., & Triono, M. (2020). Teaching material development of educational research methodology with Addie Models. In *3rd International Conference Community Research and Service Engagements, IC2RSE 2019, 4 December 2019, North Sumatra, Indonesia*.
- Agnihotri, A., & Misra, R. K. (2024). Are top Business Schools in India assessing contemporary managerial competencies required by industry during MBA selection process? *The International Journal of Management Education*, 22(3), 101032.
- Aiken, L. R. (1970). Attitudes toward mathematics: Review of Educational Research. *Review of Educational Research*, 40(4), 551–596. <https://doi.org/10.3102/00346543040004551>
- Aji, W. N. 2016. Model Pembelajaran Dick and Carey dalam Pembelajaran Bahasa dan Sastra Indonesia. *Kajian Linguistik dan Sastra*, 1 (2): 119-126.
- Akande, J.O., 2007. The practice of community education in Nigeria. *Educ. Res. Rev.* 2 (10), 264–270.
- Allen, I. E., & Seaman, J. (2003). Sizing the opportunity: The quality and extent of online education in the United States, 2002 and 2003. *Sloan Consortium (NJI)*. Online: <https://eric.ed.gov/?id=ED530060>
- Amin, N. M. (2021). Penerapan soft skill coaching pada penyusunan aktualisasi (Studi kasus pada pelatihan dasar CPNS Kabupaten Pulau Morotai). *Jurnal Administrasi Publik*, XVII(2), 233–247.
- Amriani, A., Purba, S., & Darwin, D. (2018). Relevance of Accreditation Rating With Achievement of School Performance at State Elementary School in Subulussalam Aceh Province. *Advances in Social Science, Education and Humanities Research*, 200(Aisteel), 861–866. <https://doi.org/10.2991/aisteel-18.2018.188>
- Anthony, D. R., Gordon, S., Gucciardi, D. F., & Dawson, B. (2018). Adapting a behavioral coaching framework for mental toughness development. *Journal of Sport Psychology in Action*, 9(1), 32–50. <https://doi.org/10.1080/21520704.2017.1323058>
- Asemah, E.S., Anum, V., Edegoh, L.O., 2013. Radio as a tool for rural development in Nigeria: prospects and challenges. *AFRREV IJAH: Int. J. Arts Humanit.* 2 (1), 17–35.

- Augestad, K. M., Butt, K., Ignjatovic, D., Keller, D. S., & Kiran, R. (2020). Video-based coaching in surgical education: a systematic review and meta-analysis. *Surgical Endoscopy*, 34(2), 521–535. <https://doi.org/10.1007/s00464-019-07265-0>
- Aulia, B., Hudalil, A., Banuwa, A. K., & Wijanarkao, A. (2021). Gambaran Proses Coaching Pelatihan Dasar Calon Pegawai Negeri Sipil (Latsar CPNS) pada Badan Pengembangan Sumber Daya Manusia Daerah Provinsi Lampung. *Jurnal Ilmiah Widyaiswara*, 1(2), 55–66. <https://doi.org/10.35912/jiw.v1i2.834>
- Berman, S.D., 2008. 62. The return of educational radio? *Int. Rev. Res. Open Dist. Learn.* 9 (2), 1–8.
- Bialangi, N., Suleman, N., La Kilo, A., La Kilo, J., & Kilo, A. K. (2022). Pengaruh Pembelajaran Model Online Driver Terhadap Hasil Belajar Siswa pada Materi Laju Reaksi. *Jambura Journal of Educational Chemistry*, 4(2), 99–106.
- Bishop, J. (2015). An investigation into the extent and limitations of the GROW model for coaching and mentoring online: Towards ‘prosthetic learning.’ *Proceedings of the International Conference on E-Learning, e-Business, Enterprise Information Systems, and e-Government*, 125–136.
- Branch, R. M. (2009). *Instructional Design: The ADDIE Approach* (Vol. 53, Issue 9). Springer.
- Brauckmann, S., Pashiardis, P., & Ärlestig, H. (2023). Bringing context and educational leadership together: fostering the professional development of school principals. *Professional Development in Education*, 49(1), 4–15. <https://doi.org/10.1080/19415257.2020.1747105>
- Brown, S. W., & Grant, A. M. (2010). From grow to group: Theoretical issues and a practical model for group coaching in organisations. *Coaching*, 3(1), 30–45. <https://doi.org/10.1080/17521880903559697>
- Buck, G.H., 2006. The rst wave: the beginnings of radio in Canadian distance education. *Int. J. E-Learning Dist. Educ. Revue internationale du e-learning et la formation a distance* 21 (1), 76–88.
- Budiman, A. (2022). Kepemimpinan Kepala Sekolah Dalam Mewujudkan Sekolah Adiwiyata Nasional (Studi Kasus di SD Negeri 18 Pekanbaru). *Aksara: Jurnal Ilmu Pendidikan Nonformal*, 8(1), 87–100. <https://doi.org/10.37905/aksara.8.1.87-100.2022>
- Burnett, N. (2018a). E-coaching: theory and practice for a new online approach to coaching. *Coaching: An International Journal of Theory, Research and Practice*, 11(1), 91–93. <https://doi.org/10.1080/17521882.2017.1348372>
- Burnett, N. (2018b). E-coaching: Theory and practice for a new online approach to coaching. *Coaching: An International Journal of Theory, Research and Practice*, 11(1). <https://doi.org/10.1080/17521882.2017.1348372>
- Cavus, N., & Alhih, M. S. (2014). Learning management systems use in science education. *Procedia-Social and Behavioral Sciences*, 143, 517–520.

- Chaeruman, U. A., Wibawa, B., & Syahrial, Z. (2018). Determining the Appropriate Blend of Blended Learning : A Formative Research in the Context of Spada-Indonesia. *American Journal of Educational Research*, 6(3), 188–195. <https://doi.org/10.12691/education-6-3-5>
- Chaeruman, U. A., Wibawa, B., & Syahrial, Z. (2020). Development of an Instructional System Design Model as a Guideline for Lecturers in Creating a Course Using Blended Learning Approach. *IJIM*, 14(14), 164–181.
- Chidir, G., Kumoro, D. F. C., Johan, M., Asbari, M., & Novitasari, D. (2021). Learning dan Coaching: Analisis Anteseden Manajemen Kinerja Dosen. *Cetta: Jurnal Ilmu Pendidikan*, 4(2), 293–315.
- Cotton, K. (1994). *S chool I mprovement R esearch S eries Educating for Citizenship*. Wood 1988, 1–39.
- Devine, M., Meyers, R., & Houssemand, C. (2013). How can coaching make a positive impact within educational settings ? *Procedia - Social and Behavioral Sciences*, 93, 1382–1389. <https://doi.org/10.1016/j.sbspro.2013.10.048>
- Dewey, J. (1938). *Experience and Education*. New York: Collier Macmillan Publisher.
- Dewey, J. (2004). *Democracy and Education*. Delhi: Aakar Books.
- Dheghu, Y. P., Mata, R., & Rita, P. (2019). Developing socio cultural-based English teaching content using Dick & Carey model. *Journal Polingua: Scientific Journal of Linguistic Literatura and Education*, 8(1), 1-10.
- Dick, W., & Carey, L. 2015. *The systematic Design of Instruction*. Pearson
- Ellis, T. J., & Levy, Y. (2008). Framework of problem-based research: A guide for novice researchers on the development of a research-worthy problem. *Informing Science: The International Journal of an Emerging Transdiscipline*, 11, 17–33. <https://doi.org/10.28945/3288>
- Ellis, T. J., & Levy, Y. (2010). A Guide for Novice Researchers: Design and Development Research Methods. *Proceedings of the 2010 InSITE Conference*, 107–118. <https://doi.org/10.28945/1237>
- Eraut, M. (1998). Concepts of competence. *Journal of Interprofessional Care*, 12(2), 127–139. <https://doi.org/10.3109/13561829809014100>
- Fauziatunisa, H., Nuryanti, B. L., & Masharyono, M. (2018). Analisis Kemampuan Kerja, Coaching Dan Kinerja Karyawan: Studi Kasus Pada Karyawan Pt Sari Ater Hotel Dan Resort Subang. *Journal of Business Management Education (JBME)*, 3(3), 56–66.
- Fazal, M., & Bryant, M. (2019). Blended Learning in Middle School Math: The Question of Effectiveness. *Journal of Online Learning Research*, 5(1), 49–64.
- Fazal, M., Panzano, B., & Luk, K. (2020). Evaluating the Impact of Blended Learning: a Mixed-Methods Study with Difference-in-Difference Analysis. *TechTrends*, 64(1), 70–78. <https://doi.org/10.1007/s11528-019-00429-8>

- Friedman, A., & Schneider, E. (2018). Developing a visualization education curriculum in the age of big data using the dick and carey model. *Visual Communication Quarterly*, 25(4), 250-256
- Gagne, R. M., Wager, W. W., Golas, K. C., Keller, J. M., & Russell, J. D. (2005). Principles of instructional design. <https://doi.org/10.1002/pfi.4140440211>
- George R. Terry (1958). *Principles of Management*. New York: Alexander Hamilton Institute.
- Ghimire, B. (2022). Blended learning in rural and remote schools: Challenges and opportunities. *International Journal of Technology in Education*, 5(1), 88-96.
- Gordon, M., Darbyshire, D., & Baker, P. (2012). Non-technical skills training to enhance patient safety: A systematic review. *Medical Education*, 46(11), 1042–1054. <https://doi.org/10.1111/j.1365-2923.2012.04343.x>
- Grant, A. M., Passmore, J., Cavanagh, M. J., & Parker, H. M. (2010). *The state of play in coaching today: a comprehensive review of the field*.
- Gunuc, S., & Kuzu, A. (2015). Student engagement scale: development, reliability and validity. *Assessment & Evaluation in Higher Education*, 40(4), 587-610.
- Gustafson, K. L., & Branch, R. M. (2002). Survey of instructional development models. In *NY: ERIC Clearinghouse on Information & Technology* (Vol. 45, Issue 1). Syracuse University. <https://doi.org/10.1007/bf02763388>
- Hanif, M., Widodo, J., Sutarto, J., & Wahyono, W. (2020). Improving teacher capability through clinical supervision with the peer coaching grow me (PCGM) approach. In *Advances in Business, Management and Entrepreneurship* (pp. 978-982). CRC Press.
- Hartono, B., Jakri, J., & Sari, K. (2019). Coaching dan kinerja perawat (Studi kasus pada rumah sakit umum daerah cibinong, Kabupaten Bogor, Jawa Barat). *Jurnal Keperawatan Global*, 4(1), 1–11.
- Helmi, A. (2021). Efektifitas Metode Coaching Dalam Pendidikan Dan Pelatihan Kepemimpinan Tingkat IV Angkatan II Dan III Di Pusat Pengembangan Sumber Daya Manusia Aparatur. *Jurnal Aparatur*, 3(1), 1–12. <https://doi.org/10.52596/ja.v3i1.31>
- Hidayat, R., Dyah M, V., & Ulya, H. (2019). Kompetensi Kepala Sekolah Abad 21: Sebuah Tinjauan Teoretis. *Jurnal Kepemimpinan Dan Pengurusan Sekolah*, 4(1), 61–68. <https://doi.org/10.34125/kp.v4i1.394>
- Hikmah, A. N., & Chudzaifah, I. (2020). Blanded Learning: Solusi Model Pembelajaran Pasca Pandemi Covid-19. *Al-Fikr: Jurnal Pendidikan Islam*, 6(2), 83–94. <https://doi.org/10.32489/alfikr.v6i2.84>
- Hsu, Y.-C., Ching, Y.-H., & Grabowski, B. L. (2014). Web 2.0 applications and practices for learning through collaboration. *Handbook of Research on Educational Communications and Technology: Fourth Edition*, 747–758. <https://doi.org/10.1007/978-1-4614-3185-5>

- Innayah, I., 2015. Partisipasi stasiun radio dalam menyiarkan konten Pendidikan [Participation of radio stations in broadcasting educational content]. *Jurnal Teknodik* 19 (1), 87–95.
- Insani, K. D., Tj, H. W., & Andriono, T. (2024). Penggunaan Coaching Model GROW-ME untuk Meningkatkan Kompetensi Guru Bahasa Inggris dalam Menyusun Asesmen Pembelajaran. *Ideguru: Jurnal Karya Ilmiah Guru*, 9(2), 1149-1153.
- Irawan, A., 2018. *Strategi pemrograman radio edukasi “kementerian pendidikan dan kebudayaan” untuk siaran pendidikan di Yogyakarta* [Educational radio programming strategy "ministry of education and culture" for educational broadcasts in Yogyakarta]. Unpublished Undergraduate Thesis. Universitas Islam Indonesia, Yogyakarta.
- Isnaini, I., Damanik, I., & Lubis, W. (2022). Development of LKPD Based on Local Wisdom to Improve the Learning Outcomes of Grade 6 Students at SDN 040460 Berastagi. *The 7th Annual International Seminar on Transformative Education and Educational Leadership, AISTEEL 2022*. <https://doi.org/10.4108/eai.20-9-2022.2324528>
- Isnawan, M. G., & Sudirman. (2022). Principal competency model development: Phenomenological design with coaching techniques in Sekolah Penggerak. *Tarbawi: Jurnal Keilmuan Manajemen Pendidikan*, 8(01), 59–68. <https://doi.org/10.32678/tarbawi.v8i01.5867>. [INTRODUCTION](https://doi.org/10.32678/tarbawi.v8i01.5867)
- Jafar, L., Sutisna, A., & Margono, G. (2022). Academic school supervision of teachers' performance: Independent learning paradigm for student learning achievement. *Journal of World Englishes and Educational Practices*, 38–46. <https://doi.org/10.32996/jweep>
- Jaya, A., Hanafi, I., & Febriana, R. (2020). Evaluation of E-Learning Implementation using HOT Fit Model in State Vocational High School , Jakarta. *International Journal of Education and Research*, 8(1), 147–156.
- Johnson, N., Rajadurai, K., 2020. Impact of community radio programs in rural development. *Int. J. Scient. Techn. Res.* 9 (1), 3844–3848.
- Jokky, & Surya, J. (2022). Coaching as A Strategy for Empowering Communication Skills in The Educational Context. *International Journal of Educational Management and Innovation*, 3(2), 198–209. <https://doi.org/10.12928/ijemi.v3i2.5792>
- Joyke, dkk.(2009). Pengembangan Model Pembelajaran Nobibasisku Pada Mata Pelajaran Biologi di SMA Negeri 6 Oku. *Jurnal Penelitian Pendidikan Biologi. Vol 1 No 1*.Hlm 11-18.
- Joyce, B.R., Weil, M. & Wald, R. (1973) The teacher-innovator: Models of teaching as the core of teacher education. *Interchange* 4, 47–60. <https://doi.org/10.1007/BF02138458>

- Joyce, B. & Weil, M. (2003). *Models of Teaching Fifth Edition*. New Delhi: Prentice Hall, Private Limited
- Joyce, B., & Calhoun, E. (2024). *Models of teaching*. Taylor & Francis.
- Jurriens, E., 2009. *From Monologue to Dialogue; Radio and Reform in Indonesia*. Brill, Leiden.
- Kadir, A. K., Karuppannan, G., Rahman, M. A., & Kumarasamy, M. M. (2021). The effects of coaching and mentoring on metacognition knowledge among malay language teachers in Sabah, Malaysia. *American International Journal of Education and Linguistics Research*, 4(1), 18–30. <https://doi.org/10.46545/aijeler.v4i1.284>
- Kementerian Pendidikan dan Kebudayaan. (2017). *Panduan Kerja Kepala Sekolah*. Direktorat Jenderal Guru dan Tenaga Kependidikan, Pendidikan Dasar dan Menengah.
- Kementerian Pendidikan Nasional. (2007). *Peraturan Menteri Pendidikan Nasional Republik Indonesia Nomor 13 Tahun 2007 tentang Standar Kepala Sekolah/Madrasah*.
- Khan, F., Siraji, M. J., Zaman, Q. uz, Khattak, Z. K., & Anwar, Q. (2022). Relationship Between Principals' Human Skills and Job Satisfaction of Secondary School Teachers with Mediating role of School Climate. *Journal of Social Sciences and Management Studies*, 2(1), 1–7. <https://doi.org/10.56556/jssms.v2i1.326>
- Kharismawati, D. E. (2019). Peran Kepala Sekolah Dalam Meningkatkan Mutu Pendidikan. *Ilmu Pendidikan Jurnal Kajian Teori Dan Praktik Kependidikan*, 4(1), 19–28. <https://doi.org/10.24014/japkp.v1i1.9214>
- Kitchenham, A. (2011). *Blended Learning across Disciplines: Models for Implementation*. IGI Global.
- Knowles, M. S. (1970). The modern practice of adult education: Andragogy versus pedagogy. *Cambridge Book Company*. from: <https://eric.ed.gov/?id=ED043812>
- Kompri, M. P. I. (2017). *Standardisasi Kompetensi Kepala Sekolah: Pendekatan Teori untuk Praktik Profesional Edisi Pertama*. Kencana.
- Korkmaz, E., & Morali, H. S. (2022). A meta-synthesis of studies on the use of augmented reality in mathematics education. *International Electronic Journal of Mathematics Education*, 17(4), em0701.
- Kudek, J. Z., & Rist, R. C. (2004). *Ten Steps to a Result-Based Monitoring and Evaluation System*. The World Bank.
- Lambert, G.G., Arthur, B., 1961. U.S. Patent No. 2,985,875. U.S. Patent and Trademark Of ce, Washington, DC.

- Lapanachokdee, W. (2022). Development of the Monitoring and Evaluation System for the Utilization of Quality Assessment Results to Enhance the Quality of Basic Education institutions in Thailand. *Journal of Positive School Psychology*, 6(5), 5341–5351.
- Lapitan, L. D., Tiangco, C. E., Sumalinog, D. A. G., Sabarillo, N. S., & Diaz, J. M. (2021). An effective blended online teaching and learning strategy during the COVID-19 pandemic. *Education for Chemical Engineers*, 35(May 2020), 116–131. <https://doi.org/10.1016/j.ece.2021.01.012>
- Larsson, A., Torlind, P., Mabogunje, A., & Milne, A. (2002). Distributed design teams: Embedded one-on-one conversations in one-to-many. *Design Research Society International Conference*, 1–11.
- Laske, O. E. (2006). From coach training to coach education: Teaching coaching within a comprehensively evidence based framework. *International Journal of Evidence Based Coaching and Mentoring*, 4(1), 45–57.
- Lisnasari, S. F., Karo Sekali, P. B., Jainab, J., Widiyarti, G., Sidebang, R., & Simbolon, R. (2023). The Importance of Principal Leadership Management in Increasing the Competence of Elementary School Teachers in Medan City, North Sumatra. *International Journal of Multidisciplinary: Applied Business and Education Research*, 4(2), 609–615. <https://doi.org/10.11594/ijmaber.04.02.27>
- Lisetskyi, K. A. (2015). Blended learning model in the system of higher education. *Advanced education*, (4), 32–35.
- Lu, O. H. T., Huang, A. Y. Q., Huang, J. C. H., Lin, A. J. Q., Ogata, H., & Yang, S. J. H. (2018). Applying learning analytics for the early prediction of students' academic performance in blended learning. *Journal of Educational Technology & Society*, 21(2), 220–232.
- Maharani, S. A., & Widiartanto, W. (2017). Pengaruh Self-Efficacy, Coaching Dan Empowerment Terhadap Kinerja Karyawan Cv. Laxita Paramitha Semarang (Studi Pada Mahasiswa S1 Universitas Diponegoro). *Jurnal Ilmu Administrasi Bisnis*, 6(3), 534–543.
- Majid, A. (2018). Penerapan Coaching untuk meningkatkan kompetensi kepala sekolah dalam supervisi akademik pada SMP Binaan Dinas Pendidikan kota Banjarmasin. *Lentera: Jurnal Ilmiah Kependidikan*, 13(1).
- Majir, A. (2019). Blended Learning Dalam Pengembangan Pembelajaran Suatu Tuntutan Guna Memperoleh Keterampilan Abad Ke-21. *Sebatik*, 23(2), 359–366. <https://doi.org/10.46984/sebatik.v23i2.783>
- Mardiyatun, M. (2021). Implementasi Coaching Individual Untuk Peningkatan Kompetensi Profesional Guru Pendidikan Agama Islam Dalam Melaksanakan Penelitian Tindakan Kelas. *Strategy: Jurnal Inovasi Strategi Dan Model Pembelajaran*, 1(1), 46–54. <https://doi.org/https://doi.org/10.51878/strategi.v1i1.353>

- Martatiyana, D. R., Usman, H., & Lestari, H. D. (2023). Application of the ADDIE model in designing digital teaching materials. *Jurnal Pendidikan dan Pengajaran Guru Sekolah Dasar (JPPGuseda)*, 6(1), 105-109.
- Martenstyn, J. A., & Grant, A. M. (2022). An online, comparative effectiveness trial of mental contrasting with implementation intentions (MCII) versus solution-focused coaching (SFC) questions. *Coaching: An International Journal of Theory, Research, and Practice*, 15(1), 60–84. <https://doi.org/10.1080/17521882.2021.1890166>
- Mas, S. R., Masaong, A. K., Djafar, H., & Marhawati, B. (2023). The Correlation between Principals' Managerial Competence, Academic Supervision Competence, Entrepreneurial Competence, and Teachers' Motivation for Achievement throughout State Vocational High Schools. *International Journal of Arts and Humanities Studies*, 3(1), 09–15. <https://doi.org/10.32996/ijahs.2023.3.1.2>
- Matondang, N., & Daulay, N. K. (2018). Kompetensi manajerial kepala sekolah dalam meningkatkan profesionalisme guru di SMP Negeri 27 Medan. *HIJRI - Jurnal Manajemen Pendidikan Dan Keislaman*, 7(1), 15–27.
- Mccutcheon, K., Lohan, M., Traynor, M., & Martin, D. (2015). A systematic review evaluating the impact of online or blended learning vs. face-to-face learning of clinical skills in undergraduate nurse education. *Journal of Advanced Nursing*, 71(2), 255–270. <https://doi.org/10.1111/jan.12509>
- Mcgrath, R. G., Macmillan, I. A. N. C., & Venkataraman, S. (1995). Defining and developing competence: a strategic process paradigm. *Long Range Planning*, 28(4), 123. [https://doi.org/10.1016/0024-6301\(95\)94265-z](https://doi.org/10.1016/0024-6301(95)94265-z)
- Meadan, H., Snodgrass, M. R., Palomo, I., Amenta, C. G., & Halle, J. W. (2016). A Framework for Defining Contextual Features of Training and Coaching Practices. *Exceptionality*, 25(4), 253–269. <https://doi.org/10.1080/09362835.2016.1196451>
- Meltzer, D. E. (2002). The relationship between mathematics preparation and conceptual learning gains in physics: A possible “hidden variable” in diagnostic pretest scores. *American Journal of Physics*, 70(12), 1259–1268. <https://doi.org/10.1119/1.1514215>
- Minsih, M., Rusnilawati, R., & Mujahid, I. (2019). Kepemimpinan Kepala Sekolah Dalam Membangun Sekolah Berkualitas Di Sekolah Dasar. *Profesi Pendidikan Dasar*, 1(1), 29–40. <https://doi.org/10.23917/ppd.v1i1.8467>
- Moemeka, A., 2009. Community radio broadcasting for rural community education. *Media and Communications in Industries in Nigeria* 31–57.
- Morrison, G. R., Ross, S. M., Kemp, J. E., & Kalman, H. (2013). *Designing effective instruction* (7th ed.). John Wiley & Sons.
- Mulyasa, E. (2016). Improved Quality Management Based Learning for Preparing the Character of Graduates in Response To Globalization Era. *International Journal of Education and Research*, 4(11), 385–394.

- Munir. (2015). *Pendidikan Jarak Jauh Berbasis Teknologi*. Alfabeta.
- Munir, Abdul. (2020). *Pengembangan Model Pelatihan Peningkatan Kompetensi Pengawas Madrasah di Sulawesi Selatan*. Doktor Thesis, Universitas Negeri Jakarta. <http://repository.unj.ac.id/36733/>
- Murni. (2018). Peningkatan kemampuan guru memotivasi siswa dalam pembelajaran melalui pendekatan coaching model GROW ME pada sekolah binaan di Kecamatan Sangatta Utara dan Selatan. *Jurnal Ilmu Pendidikan*, *XII*(1), 121–131.
- Musta'in, M., Rahman, A., & Restu. (2020). Application of Academic Supervision of GROW Model Coaching to Improve the Ability to Make Learning Modules Using the Flipbook Maker Application of Motorcycle Engineering Competence Teacher at SMK N 2 Binjai. *Advances in Social Science, Education and Humanities Research*, 488, 181–187. <https://doi.org/10.2991/assehr.k.201124.040>
- Nasution, A. K. P., Surbakti, A. H., Zakaria, R., Wahyuningsih, S. K., & Daulay, L. A. (2021). Face to Face Learning vs Blended Learning vs Online Learning (Student Perception of Learning). *Journal of Physics: Conference Series*, *1783*(1). <https://doi.org/10.1088/1742-6596/1783/1/012112>
- Neurath, P.M., 1962. Radio farm forum as a tool of change in Indian villages. *Econ. Dev. Cult. Change* 10 (3), 275–283.
- Ng Pak Tee. (2005). *GROW ME: Coaching For School*. Pearson: Singapore
- Niewerburgh, C. van. (2019). *Coaching in Education*. Routledge.
- Norhasma, W., Hassan, W., & Yusoff, N. M. (2019). The effect of instructional coaching on the school middle leaders. *Journal Of Educational Research and Indigenous Studies*, *1*(1). www.jerisjournal.com
- Northouse, P. G. (2014). *Introduction to leadership: Concepts and practice*. Sage. <https://scholarworks.wmich.edu/books/249>
- Nur, H. M., & Fatonah, N. (2022). Paradigma Kompetensi Guru. *Jurnal PGSD UNIGA*, *1*(1), 12–16.
- Nuravida, V. (2020). *Pengaruh Coaching Dan Teamwork Terhadap Produktivitas Kerja (Studi Pada Karyawan Ciliwung Camp Nusantara)*. STIE Malangkececwara.
- Nurdin. (2021). Meningkatkan kinerja kepala sekolah dalam melaksanakan supervisi kelas melalui supervisi manajerial pengawas pada sekolah binaan di Kecamatan Masbagik Kabupaten Lombok Timur. *MASALIQ: Jurnal Pendidikan Dan Sains*, *1*(2), 190–218.
- Nuryanti, B. L., Masharyono, M., & Fauziatunisa, H. (2019). The effect of coaching on employee performance. *1st International Conference on Economics, Business, Entrepreneurship, and Finance (ICEBEF 2018)*, 136–139.

- Okorie, C. O., Ogbu, F. N., Amujiri, B. A., Nwankwo, F. M., Oforka, T. O., Igu, N. C. N., Arua, C. C., Nwamuo, B. N., Okolie, C. N., Ogbu, E. O., Okoro, K. N., Solomon, K. C., Nwamuo, B. E., Akudolu, L. O., Ukaogo, V. O., Orabueze, F. O., Ibenekwu, I. E., Ani, C. K. C., & Iwuala, H. O. (2022). Zoom-based GROW coaching intervention for improving subjective well-being in a sample of school administrators: A randomized control trial. *Internet Interventions*, 29. <https://doi.org/10.1016/j.invent.2022.100549>
- Oliver, M., & Trigwell, K. (2005). Can “Blended Learning” Be Redeemed? *E-Learning*, 2(1), 17–26. <https://doi.org/10.2304/elea.2005.2.1.2>
- Osguthorpe, R. T., & Graham, C. R. (2003). Blended learning environments. *Quarterly review of distance education*, 4(3).
- Ozmen, O. (2019). A scale development study to measure secondary school teachers’ opinions on coaching behaviours. *Eurasian Journal of Educational Research*, 133–166. <https://doi.org/10.14689/ejer.2019.79.7>
- Panchal, S., & Riddell. (2020). The GROWS model: extending the GROW coaching model to support behavioural change. *The British Psychological Society*, 16(2), 12–25.
- Pasaribu, N. H. (2021). Penerapan Coaching dalam Program Perkembangan Peserta Didik. *Jurnal Pendidikan Indonesia (Japendi)*, 2(11), 1928–1939.
- Pauls, J. L. (2023). *Instructional Design And Autism Evidence-Based Practices: The Dick And Carey Model* (Doctoral dissertation, The University of West Florida).
- Peraturan Menteri Pendidikan Nasional Republik Indonesia No 13 tahun 2007 tentang Standar Kepala Sekolah/ Madrasah
- Peraturan Menteri Pendidikan dan Kebudayaan Republik Indonesia No 15 tahun 2018 tentang Pemenuhan Beban Kerja Guru.
- Prahmana, R. C. I., Hartanto, D., Kusumaningtyas, D. A., & Ali, R. M. (2021). Community radio-based blended learning model: A promising learning model in remote area during pandemic era. *Heliyon*, 7(7).
- Pramono, H. S., & Soenarto. (2022). *Pengembangan Model Pelatihan Keterampilan Berpikir Industri 4.0 pada Pembelajaran Praktik Berbantuan industrial Robot Training Kit di Sekolah Menengah Kejuruan*. S3 thesis, Program Pascasarjana. Universitas negeri Yogyakarta. <https://eprints.uny.ac.id/73320/>
- Prihadi, W. (2021). *Kinerja Kurang Oke, 43 Kepala Sekolah se NTB Turun Jadi Guru*. Lombok Post. <https://lombokpost.jawapos.com/pendidikan/07/08/2021/kinerja-kurang-oke-43-kepala-sekolah-se-ntb-turun-jadi-guru/#>

- Primasari, I. F. N. D., Marini, A., & Sumantri, M. S. (2021). Analisis Kebijakan Dan Pengelolaan Pendidikan Terkait Standar Penilaian Di Sekolah Dasar. *Jurnal Basicedu*, 5(3), 1479–1491. <https://jbasic.org/index.php/basicedu/article/view/956>
- Purnama, E.K., 2011. Program siaran radio edukasi sebagai sumber belajar masyarakat pedesaan [Educational radio broadcast programs as a learning resource for rural communities]. *J. Rural Dev.* 2 (2), 113–122.
- Purnasari, P. D., & Sadewo, Y. D. (2021). Strategi Pembelajaran Pendidikan Dasar di Perbatasan Pada Era Digital. *Jurnal Basicedu*, 5(5), 3089–3100. <https://doi.org/https://doi.org/10.31004/basicedu.v5i5.1218>
- Purnasari, P.D., Sadewo, Y.D., Saputro, T.V.D., Silvester, Dimmera, B.G., Sio Kalang, M.A. (2023). *Analisis Data Rapor Pendidikan Jenjang Sekolah Dasar*. QRCBN: 62-0106-00569-5. PT. Pena Persada Kerta Utama: Purwokerto, Jawa Tengah.
- Rahman, T. (2021). Model penjaminan mutu kegiatan belajar mengajar (KBM) berkarakter di sekolah binaan dengan kolaborasi dalam penyusunan media pembelajaran melalui pendekatan GROW-ME. *JULAK: Jurnal Pembelajaran & Pendidikan*, 1(2), 31–44.
- Rahmat, A., & Mirnawati, M. (2021). Application of coaching model GROW through knowledge andragogical content learning. *Digital Press Social Sciences and Humanities*, 1–6.
- Rahmatullah, A. S., Mulyasa, E., Syahrani, S., Pongpalilu, F., & Putri, R. E. (2022). Digital era 4.0: The contribution to education and student psychology. *Linguistics and Culture Review*, 6, 89–107. <https://doi.org/10.21744/lingcure.v6ns3.2064>
- Reay, J. (2001). Blended learning-a fusion for the future. *Knowledge management review*, 4(3), 6. Online: <https://www.scirp.org/reference/referencespapers?referenceid=2143742>
- Retnawati, H. (2016). *Analisis kuantitatif instrumen penelitian (Panduan peneliti, mahasiswa, dan psikometrian)*. Parama Publishing.
- Richey, R. C., Klein, J. D., & Nelson, W. A. (2007). Developmental Research: Studies of Instructional Design and Development. In *Safflower* (pp. 1099–1130).
- Rifa'i, M. (2019). Manajemen Organisasi Pendidikan. *Journal of Chemical Information and Modeling*, 53, 1–339.
- Rodrigo, C., Iniesto, F., & Garcia-Serrano, A. (2024). Applying andragogy for integrating a MOOC into a formal online learning experience in computer engineering. *Heliyon*, 10(1).

- Rothery, A. (2004, November). VLEs and blended learning. A discussion paper based on TLIG meetings held during 2004. Paper presented at the UCISA TLIG Learning and Teaching Working Group Meeting. Retrieved July 10, 2007, from: <http://www.ucisa.ac.uk/groups/tlig/docs/BlendedLearningDiscussion.pdf>
- Sabrina, F. F., Darmiyanti, A., & BK, M. T. (2020). Kompetensi Manajerial Kepala Sekolah Untuk Meningkatkan Mutu Guru. *Idaarah: Jurnal Manajemen Pendidikan*, 4(2), 239. <https://doi.org/10.24252/idaarah.v4i2.16740>
- Sadewo, Y. D., Wibawa, B., Hanafi, I., Purnasari, P. D., & Saputro, T. V. D. (2025). Enhancing the GROW syntax in GAARANTUNG: a study on the coaching model development in education. *Journal of Education and Learning (EduLearn)*, 19(1), 34-45. DOI: <https://doi.org/10.11591/edulearn.v19i1.21211>
- Safitri, M., & Aziz, M. R. (2022). ADDIE, sebuah model untuk pengembangan multimedia learning. *Jurnal Pendidikan Dasar*, 3(2), 51-59.
- Safrida, Tannady, H., Solissa, E. M., Sapulete, H., & Haddar, G. Al. (2023). Strategic Leadership Analysis of School Principal to Improve Learning Quality. *Jurnal Pendidikan Dan Kewirausahaan*, 11(2), 391–399.
- Sahadi, Taufiq, O. H., & Wardani, A. K. (2020). Karakter kepemimpinan ideal dalam organisasi. *Jurnal MODERAT*, 6(3), 513–524.
- Sani, A. (2020). Standar Operational Prosedure (SOP) Sebagai Kunci Pembenahan Masalah dalam Mekanisme Pelaksanaan Program Pendampingan Ekspor. *Jurnal Kewidyaiswaraan*, 5(1), 59–70.
- Sawiran, S. (2022). Supervisi Klinis Teknik Grow Me untuk Meningkatkan Kemampuan Guru Menerapkan Model Pembelajaran Problem Base Learning di MTs Nurul Falah Airmesu Timur. *Jurnal Terapan Pendidikan Dasar dan Menengah*, 2(4), 737-741.
- Savitri, A. S., Rahma, A. N., Kultsum, U. W., & Prihantini, P. (2022). Peran Kepala Sekolah Sebagai Pemimpin dalam Pengelolaan Pendidikan pada Satuan Pendidikan. *Aulad: Journal on Early Childhood*, 4(3), 329–336. <https://doi.org/10.31004/aulad.v4i3.245>
- Setyawan, M. D., & El Hakim, L. (2023). Pengembangan Desain Pembelajaran Matematika Menggunakan Model Dick and Carey pada Materi Bangun Ruang Sisi Datar. *Jurnal Pendidikan Indonesia*, 4(7).
- Shachter, J. (2022). *Self-report and heart rate: Examining the need for integrating measures of Japanese college entrance examination test anxiety* (Issue June).
- Siregar, M., Situmorang, B., Rohana, R., Adi, P. N., Hasibuan, M. N. S., & Kartikaningsih, R. (2020). Pengaruh Perilaku Inovatif terhadap Kompetensi Manajerial Kepala Sekolah Dasar di Kabupaten Labuhan Batu. *Jurnal Penelitian Dan Pengkajian Ilmu Pendidikan: E-Saintika*, 4(2), 119–125. <https://doi.org/10.36312/e-saintika.v4i2.190>

- Slam, Z. (2020). The model of GROW ME or developing child friendly school. *JMIE: Journal of Madrasah Ibtidaiyah Education*, 4(1), 1–21. <http://e-journal.adpgmiindonesia.com/index.php/jmiePengutipan>
- Sofyan. (2014). *Manual Modul Desain Sistem Pembelajaran Berbasis Web*. Jakarta: Universitas Negeri Jakarta.
- Sonesh, S. C., Coultas, C. W., Lacerenza, C. N., Marlow, S. L., Benishek, L. E., & Salas, E. (2015). The power of coaching: a meta-analytic investigation. *Coaching: An International Journal of Theory, Research and Practice*, 8(2), 73–95.
- Soya, L. (2020). Penelitian ini disusun dengan metode Penelitian Tindakan Sekolah. Subyek penelitian adalah guru di SDN 125/VIII Pematang Sapat. *Jurnal Education of Batanghari*, 2(12), 131–142.
- Spencer, L. M., & Spencer, S. M. (1993). *Competence at work: Models for superior performance*.
- Spatioti, A., Kazanidis, I., & Pange, J. (2023). Educational Design and Evaluation Models of the Learning Effectiveness in E-Learning Process: a Systematic Review. *Turkish Online Journal of Distance Education*, 24(4), 318–347. <https://doi.org/10.17718/tojde.1177297>
- Stoof, A. (2005). Tools for the Identification and Description of Competencies. In *Thesis Dissertation*.
- Sugar, W., & van Tryon, P. J. S. (2014). Development of a Virtual Technology Coach to Support Technology Integration for K-12 Educators. *TechTrends*, 58(3), 54–62. <https://doi.org/10.1007/s11528-014-0752-7>
- Sujarwati, L. (2018). Meningkatkan Kompetensi Kepala Sekolah Melaksanakan Supervisi Akademik Melalui Kegiatan Coaching Dengan Pola in-on-in-on. *Jurnal Sosialita*, 10(2), 233–246.
- Susanto, E. H. (2022). Pre-Incubation Framework of Software Startup Using Grow Coaching Model, Block Scheduling and Daily. *TEKNOKOM: Jurnal Teknologi Dan Rekayasa Sistem Komputer*, 5(2), 125–135. <https://doi.org/10.31943/teknokom.v5i2.78>
- Susilawati, E. (2018). Buku Penghubung Dapat Meningkatkan Kemitraan Pendidikan Di SMKN 2 Karimun Melalui Supervisi Model Grow-Me. *Jurnal Pendidikan Cermin Profesionalitas*, 4(1), 12–27.
- Suyoto, Egar, N., & Siswanto. (2019). P3T (Training, guidance and integrated assistance) model-based on assesment necesiity to create PTK (Class Action Research) article results for elementary school teachers. *European Journal of Humanities and Social Sciences*, 54–65.

- Syakdiyah, H., Wibawa, B., & Syahril, Z. (2020). Flipped Classroom Learning Innovation as an Attempt to Strengthen Competence and Competitiveness of Students in the 4.0 Industrial Revolution Era. *Formatif: Jurnal Ilmiah Pendidikan MIPA*, 9(4), 267–280. <https://doi.org/10.30998/formatif.v9i4.2929>
- Sydänmaanlakka, P. (2003). *Intelligent leadership and leadership competencies: Developing a leadership framework for intelligent organizations*.
- Tanjung, R., Hanafiah, H., Arifudin, O., & Mulyadi, D. (2021). Kompetensi manajerial kepala sekolah dalam meningkatkan kinerja guru sekolah dasar. *JIIP-Jurnal Ilmiah Ilmu Pendidikan*, 4(4), 291–296. <https://doi.org/10.54371/jiip.v4i4.272>
- Taufan, J., Maria, R., Rusdinal, R., & Gistituati, N. (2021). Strategi Kepemimpinan Kepala Madrasah dalam Upaya Mewujudkan Madrasah Efektif. *Edukatif: Jurnal Ilmu Pendidikan: Jurnal Ilmu Pendidikan*, 3(4), 1337–1343.
- Thipatdee, G. (2019). The Development of Coaching and Mentoring Skills Through the GROW Technique for Student Teachers. *Journal of Education and Learning*, 8(5), 168–174. <https://doi.org/10.5539/jel.v8n5p168>
- Tracey, M. W. (2009). Design and development research: A model validation case. *Educational Technology Research and Development*, 57(4), 553–571. <https://doi.org/10.1007/s11423-007-9075-0>
- Umar, & Angga, P. D. (2023). Analysis of Strategy of the School Principal in Improving Teacher's Pedagogical Competence in Elementary Schools. *Jurnal Pendidikan Dan Konseling*, 5(1), 2451–2454.
- Utama, A. H., Mansur, H., Rini, S., & Satrio, A. (2021). Pelatihan E-learning Google Classroom Bagi Kelompok Kerja Kepala Sekolah Dasar (K3SD) Kecamatan Banjarmasin Utara. *Bubungan Tinggi: Jurnal Pengabdian Masyarakat*, 3(4), 415–424. <https://doi.org/10.20527/btjpm.v3i4.3722>
- Veenman, S., & Denessen, E. (2001). The Coaching of Teachers: Results of Five Training Studies. *Educational Research and Evaluation*, 7(4), 385–417. <https://doi.org/10.1076/edre.7.4.385.8936>
- Violita, E. (2018). *Peran Manajerial Kepala Sekolah dalam Meningkatkan Mutu Sekolah Dasar Menteng 01 Pagi*. Sarjana thesis, Universitas Negeri Jakarta. <http://repository.unj.ac.id/2128/>
- Wahyudi, E., Utaminingsih, S., & Ismaya, E. A. (2022). Efektivitas model supervisi akademik berbasis coaching motirta. *PRIMARY: Jurnal Pendidikan Guru Sekolah Dasar*, 11(5), 1396–1406.
- Walpole, R. E., Myers, R. H., Myers, S. L., & Ye, K. (2012). Probability & statistics for engineers & scientists. In *The British Journal of Psychiatry* (9th ed.). Pearson Education. <https://doi.org/10.1192/bjp.112.483.211-a>
- Wang, S., & Noe, R. A. (2010). Knowledge sharing: A review and directions for future research. *Human Resource Management Review*, 20(2), 115–131.

- Wang, T., & Bhagat, K. K. (2025). Theoretical Foundations, Models, and Frameworks of Blended Learning. In *Case Studies on Blended Learning in Higher Education: Design, Development, and Delivery* (pp. 19-40). Singapore: Springer Nature Singapore.
- Whitmore, J. (1992). *Coaching for Performance: A Practical Guide to Growing Your Own Skills*. Nicholas Brealey Publishing.
- Whitmore, J. (1997). *Coaching for performance, Seni mengarahkan untuk mendongkrak kinerja*. Jakarta: Gramedia Pustaka Utama.
- Whitmore, J. (2002). *Coaching for performance* (Vol. 108). London: Nicholas Brealey Publishing.
- Whitmore, J. (2009). *Coaching for Performance Fourth Edition Second edition*.
- Wibawa, B., & Kardipah, S. (2018). The Flipped-Blended Model for STEM Education to Improve Students' Performances. *International Journal of Engineering & Technology*, 7(2.29), 1006. <https://doi.org/10.14419/ijet.v7i2.29.14298>
- Widiara, I. K. (2018). Blended Learning Sebagai Alternatif Pembelajaran Di Era Digital. *Jurnal Purwadita*, 2(2), 50–56.
- Widyastuti, E. (2019, March). Using the ADDIE model to develop learning material for actuarial mathematics. In *Journal of Physics: Conference Series* (Vol. 1188, No. 1, p. 012052). IOP Publishing.
- Yang, J., Yu, H., & Chen, N. S. (2019). Using blended synchronous classroom approach to promote learning performance in rural area. *Computers & Education*, 141, 103619.
- Yirci, R., Karakose, T., Kocabas, I., Tülübaş, T., & Papadakis, S. (2023). A Bibliometric Review of the Knowledge Base on Mentoring for the Professional Development of School Administrators. *Sustainability (Switzerland)*, 15(4), 1–25. <https://doi.org/10.3390/su15043027>
- Zamjani, I., Sutrisno, A.N., Vergustina, D.N., Maulana, T., Rachmat, H., Dewi, F.K., Handayani, M. (2023). Laporan Rapor Pendidikan Tahun 2023 Sekolah Tangguh Di Indonesia. Kementerian Pendidikan, Kebudayaan, Riset, dan Teknologi Republik Indonesia. Website: <https://pskp.kemdikbud.go.id/>
- Zukhroh, S. (2018). Peningkatan kinerja guru menyusun RPP Kurikulum 2013 melalui model supervisi GROW ME di SMP Swasta Al Asri Air Batu tahun pelajaran 2017/2018. *Jurnal Dialog*, 7(1), 1–9.
- Zulkifli, & Usman, C. I. (2022). Sustainable Professional Development of School Principles SLB in Pesisir Selatan District. *Human: Journal of Community and Public Service*, 1(2), 86–89.